



**STEEL AUTHORITY OF INDIA LIMITED**  
**( A Govt. of India Enterprise )**  
**IISCO STEEL PLANT**  
**BURNPUR – 713 325. Dist- Burdwan**  
**West Bengal**

**RECRUITMENT IN SAIL-ISP, BURNPUR**

**EMPLOYMENT NOTIFICATION NUMBER: 2016/1**

**SAIL, a Maharatna Company**, and a leading steel-making company in India with a turnover of around Rs.44,952crore (FY 2015-16) is in the process of stabilizing its production units and other facilities to maintain its dominant position in the Indian steel market.

**IISCO STEEL PLANT, a unit of STEEL AUTHORITY OF INDIA LIMITED**, invites online applications for the following posts for its Integrated Steel Plant at Burnpur in West Bengal:

**1. Details of Posts :**

**A. Post : Operator-cum-Technician (Trainee) (S-3) – 134 Nos.**

Discipline	No. of Posts	UR	SC	ST	OBC	PWD *		Ex-Service Men	Total
						OH	HH		
Mechanical	64	67	31	7	29	10	22	19	134
Metallurgy	25								
Electrical	25								
Instrumentation	10								
Chemical	10								

\* Includes 28 carry forward vacancies from the previous years

**B. Post : Attendant-cum-Technician (Trainee) (S-1) - 70 Nos.&**

**Attendant-cum-Technician (Trainee) – Heavy Vehicle Operation (S-1) – 10 Nos.**

Discipline	No. of Posts	UR	SC	ST	OBC	PWD**		Ex-Service Men	Total
						OH	HH		
Fitter	50	31	32*	4	13	6	19	9	80
Electrician	20								
Heavy Vehicle Operation	10								

\*Includes 18 backlog vacancies for SC

\*\* Includes 23 carry forward vacancies for PWD from the previous years

**C. Post: Specialist / Medical Officer/Dental Surgeon / Principal –School of Nursing / Nursing Superintendent (E-3/E-1) – 12 Nos.**

Name of the Post & Grade	No. of posts	UR	SC		ST		OBC		Total
Specialists, E-3	4		C	BL	C	BL	C	BL	
			• Paediatrics Medicine, E-3	1					
• Orthopaedic Surgeon, E-3	1								
• Obstetrics & Gynaecology, E-3	1								
• ENT (Otorhinolaryngology), E-3	1								
		-	-	1	-	-	-	3	4

Medical Officer, E-1	5	1	-	-	-	-	-	4	5
Dental Surgeon, E-1	1	1	-	-	-	-	-	-	1
Principal – School of Nursing, E-1	1	1	-	-	-	-	-	-	1
Nursing Superintendent, E-1	1	1	-	-	-	-	-	-	1

C – Current ; BL – Backlog

**Note:**Candidates belonging to SC/ST/OBC categories may also apply against the unreserved posts provided they fulfill the eligibility criteria for unreserved category. Reservation for Persons with Disabilities (PWD) candidates and Ex-Serviceman shall be on horizontal basis and in line with the guidelines on the subject.

For the post of Operator-cum-Technician (Trainee) and Attendant-cum-Technician (Trainee), in case of PWD, the posts are reserved for Orthopedically Handicapped (one arm affected, one leg affected) and Hearing Handicapped both with minimum of 40% disability. PWD candidates are not eligible for posts of Attendant-cum-Technician (Trainee)-Heavy Vehicle Operation. One Post of Specialist and Two Posts of Medical Officers are reserved for PWD candidates (Orthopaedically Handicapped).

OBC candidates belonging to “Creamy Layer” are not entitled for OBC reservation and such candidates have to indicate their category as General. OBC (Non Creamy Layer) candidates are required to submit the requisite OBC certificates in the prescribed format issued in the current financial year (on or after 01.04.2016) by the Competent Authority and a self-declaration in the prescribed format as available on Company’s website [www.sail.co.in](http://www.sail.co.in) at the time of interview.

## 2. Eligibility Conditions:

SI No	Post	Essential Minimum Qualification and Post Qualification Experience (as on 05/08/2016)
1	Operator-cum-Technician (Trainee)	Matriculation and 3 years full time Diploma in Engineering in Mechanical/Metallurgy/Electrical/Instrumentation/Chemical disciplines from a Govt. recognized Institute with minimum 50% marks (40% for SC/ST/PWD candidates).
2	Attendant-cum-Technician(Trainee)	Matriculation and ITI (full time) in Fitter/ Electrician trades from Govt. Recognised Institute.
3	Attendant-cum-Technician (Trainee)- Heavy Vehicle Operation	Matriculation with Heavy Duty Vehicle Driving Licence and having at least one year experience in operation of Dumpers& Dozers, etc.
4	Specialists	MBBS with MD / MS or equivalent qualification in relevant discipline from a University/Institute recognized by the MCI and with atleast 3 years post qualification experience after MD/MS.
5	Medical Officer	MBBS from a University/Institute recognized by MCI and with post qualification experience of at least 1 year in a Medical College/Hospital/Institution.
6	Dental Surgeon	BDS from a University/Institute recognized by DCI and with post qualification experience of at least 1 year in a Medical College/Hospital/Institution. Fresh candidates with MDS qualification from University/Institute recognized by DCI may also apply.
7	Principal – School of Nursing	MSc. Nursing / BSc. Nursing (after Intermediate or 10+2) from a Govt. recognized Institute and recognized by Nursing Council of India; having valid registration in Nursing Council of India / State Nursing Council. MSc. Nursing candidates must have Six (6) years teaching experience in a Nursing School.BSc.. Nursing candidates must have Eight (8) years teaching experience in a Nursing School.

8	Nursing Superintendent	MSc. Nursing / BSc. Nursing (after Intermediate or 10+2) from a Govt. recognized Institute and recognized by Nursing Council of India; having valid registration in Nursing Council of India / State Nursing Council. MSc. Nursing candidates must have Six (6) years relevant experience in a recognized institution or hospital. BSc. Nursing candidates must have Eight (8) years relevant experience in a recognized institution or hospital.
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**3. Upper Age in years as on 05/08/2016**

Name of the Post	Upper Age Limit
Operator-cum-Technician (Trainee)	28 yrs.
Attendant -cum-Technician (Trainee)	28 yrs.
Specialists	37 yrs.
Medical Officer	30 yrs.
Dental Surgeon	30 yrs.
Principal – School of Nursing	34 yrs.
Nursing Superintendent	34 yrs.

**Relaxation in upper age limit :** Upper age limit is relaxable by 5 years for SC / ST and 3 years for OBC candidates with respect to posts reserved for them. Age relaxation for PWD up to 10 years Ex-servicemen candidates will be granted age relaxation as per Govt. directives. Those domiciled in the State of Jammu and Kashmir from 1.1.1980 to 31.12.1989 will be allowed 5 years relaxation in upper age limit.

**4. Scale of Pay:**

Sl.No.	Name of the Post	Grade	Pay Scale
1	Operator-cum-Technician (Trainee)	S-3*	Rs.16800-3%-24110
2	Attendant-cum-Technician (Trainee)	S-1*	Rs.15830-3%-22150
3	Specialist	E-3	Rs.32900-3%-58000
4	Medical Officer	E-1	Rs.20600-3%-46500
5	Dental Surgeon	E-1	Rs.20600-3%-46500
6	Principal – School of Nursing	E-1	Rs.20600-3%-46500
7	Nursing Superintendent	E-1	Rs.20600-3%-46500

***\*Pay Scale and Grade after successful completion of Two years' training period***

**5. Emoluments and other benefits:**

The emoluments for Non-executive posts will include basic pay (in the scales of pay revised for non-executives with effect from 01.01.2012), Industrial Dearness Allowance (AICPI -198, base 2001=100), reimbursement of Local Travelling Expenses and other facilities such as, Medical facility for self and family, Contributory Provident Fund, Gratuity (as per ceiling prescribed under Payment of Gratuity Act, 1972), LTC etc. as per rules of the company. In addition, House Rent Allowance will be paid only where company accommodation is not available.

The emoluments for Executive posts will include Basic Pay, Dearness Allowance. The selected candidates will also be entitled for perquisites under Cafeteria Approach (up to 44% or 46% of basic pay as applicable), Non-Practicing Allowance for Specialist, Medical Officer and Dental Surgeon, as applicable

and other facilities such as Provident Fund, Gratuity as per rules of the company in vogue. In addition, company provides benefits like Leave Encashment, Housing/HRA and free medical facility for self and dependents as per company rules.

**6. Consolidated Pay during training period:**

The selected Operator-cum-Technician (Trainee) and the Attendant-cum-Technician (Trainee) will be paid consolidated pay during training period as per the rates given below:

Name of the Post	Consolidated pay (Rs./Month)	
	First Year	Second Year
Operator-cum-Technician (Trainee)	10700/-	12200/-
Attendant-cum-Technician (Trainee)	8600/-	10000/-

During the period of 2 years training, trainees will also get Medical facility for self, spouse and dependent children and Company accommodation as per availability. Leave, etc. will be as per the Rules of the company.

**7. Mode of Selection:**

Post	Selection Procedure
Operator-cum-Technician (Trainee) / Attendant-cum-Technician (Trainee)	Eligible candidates will be required to appear in a written examination and on the basis of their performance in the written examination, the candidates shall be called for Trade Test/Skill Test in the ratio of 1:3. Trade Test/Skill Test will be of qualifying in nature. The final merit list will be prepared in descending order separately for each discipline and category on the basis of the total marks obtained in the written test by the candidates who qualify in Trade Test/Skill Test. There shall be 3 stages of Bio-Metric intervention in the entire selection process.
Specialist	Eligible candidates will be required to appear for a personal interview and on selection would undergo medical examination before joining the services of the company.
Medical Officer/Dental Surgeon/Principal of School – Nursing/Nursing Superintendent	Eligible candidates will be required to appear in a written examination and on the basis of their performance in the written examination, they shall be called for a personal interview in the ratio of 1:3. For final selection, merit list will be drawn by combining the score of written test and interview with the weightage of 80:20 in that order.

**8. Physical Standards:**

Candidates will be required to meet the requisite physical standards laid down by Company for being considered for the post: -

**Post: Operator-cum-Technician (Trainee)/Attendant-cum-Technician (Trainee)**

Parameter	Required Standard	
	Male	Female
Height (minimum)	155 cm	143 cm
Weight (minimum)	45 kg	35 kg
Chest Measurement	75 cm & 79 cm on expansion	70 cm & 73 cm on expansion
Eye	<ul style="list-style-type: none"> <li>6/9 both eyes (with or without glasses)</li> </ul>	
i. Distant Vision		

ii. Near vision	• Power glass (if worn): not more than $\pm 2.5 D$
iii. Colour Vision	• Normal
Binocular vision	Essential Surgically operated and corrected squint will be acceptable
Hearing	Normal (relaxable up to 30 dB in speech frequency)

**Post: Specialist/Medical Officer/Dental Surgeon/Principal-School of Nursing/Nursing Superintendent**

Parameter	Required Standard	
	Male	Female
Height (minimum)	150 cm	143 cm
Weight (minimum)	45 kg	35 kg
Chest Measurement	72 cm & 75 cm on expansion	75 cm & 79 cm on expansion
Eye		
i. Distant Vision	• 6/9 with or without glasses or 6/6 and 6/12 in the other eye with or without glasses. Non-Engineering group : one eyed persons with 6/6 in healthy eye	
ii. Near Vision	• J1 both eyes with or without glasses. Power glass (if worn): not more than +8D for Non-Engineering Executives	
iii. Colour Vision	• Normal	
Binocular vision	Surgically operated and corrected squint will be acceptable	
Hearing	Normal (relaxable up to 30 dB in speech frequency)	

**9. Training and Probation:**

Sl.No.	Name of the Post	Training and Probation
1	Operator-cum-Technician (Trainee)/ Attendant-cum-Technician (Trainee)	Candidates selected as Operator-cum-Technician (Trainee) and Attendant-cum-Technician (Trainee) will be placed on training for a period of 2 Years. On successful completion of training period, they shall be placed in regular grade of S3 and S1, respectively. After successful completion of Training, Candidates shall be placed under probation for 1 year.
2	Specialist/Medical Officer/Dental Surgeon/Principal-School of Nursing/Nursing Superintendent	The selected candidates shall be placed under probation for one year before confirmation.

**10. Application Fee (Non-refundable):**

Sl.No.	Name of the Post	Application Fee (Rs.)				
		General	OBC	SC	ST	PWD/ESM
1	Operator-cum-Technician (Trainee)	250/-	250/-	Nil	Nil	Nil
2	Attendant-cum-Technician (Trainee)	150/-	150/-	Nil	Nil	Nil
3	Specialist/Medical Officer/Dental Surgeon/Principal-School of Nursing/Nursing Superintendent	500/-	500/-	Nil	Nil	Nil

## **11. Mode of Payment of Application Fee**

### **Payment through Pay-in –Slip**

State Bank of India has been authorized to collect the application fee, in a specially opened “Power Jyoti” account No. -31932241266 at Burnpur, on behalf of IISCO Steel Plant, SAIL. Candidate has to approach the nearby SBI branch with a printout of the “SBI Challan” which is available on the Application Registration Portal. The SBI Challan printed from the Portal only should be used for depositing the fee for proper crediting of amount in the allocated account. On receipt of the money, the concerned branch of SBI will issue a unique Journal Number and a Branch Code of the branch collecting the money. This **Journal Number and the Branch Code are to be filled up by the candidate during online registration**. In case a candidate deposits the fee in a wrong account, or doesn't finally submit the application form with payment details, IISCO Steel Plant will not be responsible. There will not be any other mode of collection of Application fee. **Also, please note that the candidate will have to bear the Bank Charges to be paid to the collection branch of SBI in addition to the applicable Application fee.** The SBI branches will accept the fee during banking hours up to the closing date of submission of online application. The candidates will be provided opportunity to verify their payment status after reconciliation on SAIL website and edit the payment details in case of wrong submission of Journal No. or Branch Code. No request for editing the payment details and issue of Admit card after closure of edit option will be entertained in wrong submission cases and candidature will stand rejected. Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the Application fee and to fill in the payment details carefully.

## **12. How to Apply:**

Eligible and interested candidates would be required to apply online through SAIL's website: [www.sail.co.in](http://www.sail.co.in) (Career with SAIL). **No other means/mode of application shall be accepted.** Candidates are advised to read carefully instructions for online submission of application. The same will be available in the website itself. Before applying the candidates should ensure that they fulfill all the eligibility norms & physical standards as mentioned above.

The candidates applying for these posts should upload scanned copies of their certificates, testimonials in support of educational qualification, professional qualifications, if any, relevant work experience etc. and recent coloured photograph at the time of filling applications online.

The candidates for the post of Operator-cum-Technician (Trainee) and Attendant-cum-Technician (Trainee) may please note that their registration will be provisional as their eligibility will be verified only at the time of Trade Test / Skill Test. **They are not required to send hard copies of their certificates to IISCO Steel Plant.**

The candidates for the post of **Specialist, Medical Officer, Dental Surgeon, Principal –School of Nursing, and Nursing Superintendent**, after filling online application need to download and send the printed copies and all relevant documents to the Office of DGM (Personnel-CF), SAIL-IISCO Steel Plant, 7 The Ridge, Burnpur-713325, Distt: Burdwan, West Bengal by Speed Post so as to reach the said Office **latest by 20/08/2016.**

Envelope containing the application should clearly be super-scribed 'Application for the post of \_\_\_\_\_ in SAIL-ISP' as the case may be on the top of the envelope. For e.g., in case of a **candidate applying for the post of Specialist – Obstetrics & Gynaecology**, the application should be superscribed as **“Application for the post of Specialist (Obstetrics & Gynaecology)”**.

Candidates, in absence of experience certificate, may provide their offer of appointment along with their pay slips of every six months to establish continuity of service for consideration for written test and interview, if shortlisted. However, in case of final selection, the candidates will be required to produce a valid experience certificate from the employer for the period mentioned in the advertisement.

Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or even on joining, if any information provided by the candidate is found to be false or not in conformity with the eligibility criteria at any stage or if candidate fails to produce valid documentary proof in support of his/her eligibility.

Before registering their applications on the website the candidates should possess the following:

- a) Valid e-mail ID and Mobile No., which should remain valid for at least one year.
- b) Candidates should have latest passport size colour photograph (taken against a white background and not more than two months old and candidates must ensure that they are not wearing sun goggles, dark glasses, etc.) as well as photograph of own signature (running signature and not individual alphabets), both in digital format (.jpg or .jpeg file only each not more than 500 kb size) for uploading with the application.
- c) Pay in Slip (SBI Challan) of amount applicable for the above mentioned posts as at para10, above. Candidate has to approach any SBI branch with the print out of SBI Challan available on website and deposit the fees in the allocated account.
- d) Candidate to upload attested copies of the following documents along with the online application:
  - I. Certificates and marks sheet as proof of age, Educational / Professional qualification.
  - II. Registration of respective council wherever applicable.
  - III. Experience certificate(s).
  - IV. Caste/Category certificate in the prescribed format from the appropriate authority if applicable
- e) After applying online, the candidate is required to download system generated **Registration Slip** with unique registration number and other essential details.

Applications received later than the above mentioned date would not be considered. The candidates will be allowed to appear in the Written Test only if they possess the valid ID Proof & Photo Admit Card (original) which will be available for downloading from the SAIL website as per schedule indicated below.

**Note:** This advertisement, Application format, Challan, Caste /category Certificate(s) and Disability Certificates are to be downloaded from the website: [www.sail.co.in](http://www.sail.co.in). Incomplete applications such as, without enclosures as at (d) above / without coloured photograph / without application fee/ not fulfilling the eligibility criteria, will be summarily rejected. No communication in this regard will be entertained from the applicant. The decision of SAIL-ISP, Burnpur in all matters relating to eligibility, acceptance, rejection of the application, issue of call letters, verification of testimonials and selection will be final and binding on the candidates and no enquiry or correspondence will be entertained in this connection.

### **13. Important**

All correspondence with candidates shall be done through e-mail/SMS only. All information regarding examination schedule/admit card/ result of written exam/ interview schedule / Skill Test / Trade Test and call letters/ intimation regarding final selection etc. shall be provided through email/uploading on SAIL website. Responsibility of receiving, downloading and printing of admit card/interview call letter/ any other information shall be of the candidate. IISCO Steel Plant will not be responsible for any loss of email sent, due to invalid/wrong email ID provided by the candidate or for delay/non receipt of information if a candidate fails to access his/her email/website in time. Mere issue of admit card / Trade Test / Skill Test call letter will not imply acceptance of candidature.

### **14. General Conditions:**

- i) Candidates must be an Indian national possessing requisite qualification from an Institute recognised by State Govt. / Central Govt.
- ii) Before applying the candidates should read all the instructions to ensure about his/her eligibility. Candidates who do not fulfil the eligibility criteria need not apply.
- iii) Wherever CGPA/OGPA or Letter grade in a degree is awarded, equivalent percentage of marks should be indicated in the online application form as per norms adopted by the University/Institute. The candidate will have to produce a copy of these norms with respect to his/her University/Institute at the time of interview. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 point scale.
- iv) Candidates possessing the requisite qualification as per the advertisement only need to apply and those possessing the requisite qualification through Distance Mode / Correspondence Course / Off Campus are not eligible to apply.

- v) While applying, the candidates should enter their full name as it appears in the matriculation/secondary certificate.
- vi) Candidates claiming benefit of reservation for posts against reserved category should submit Caste Certificates in the format for appointment to posts under Government of India/ Central Government/ Public Sector Undertaking (format available in our website [www.sail.co.in](http://www.sail.co.in)) issued by a Revenue Officer not below the rank of Tehsildar.
- vii) If the SC/ST certificate has been issued in a language other than English/Hindi, the candidate will be required to submit a self-certified translated copy of the same either in English or Hindi.
- viii) Upper age limit for PWD candidates is relaxable by 10 years. They are required to produce valid disability certificate issued by the Medical Board duly constituted as per Govt. guidelines and have to satisfy the relaxed Physical Standard required for the posts.
- ix) Ex-servicemen are required to produce civil equivalence certificate of his / her qualification from the competent authority.
- x) Candidates working in Govt. /Semi-Govt./Public Undertakings should apply through proper channel / should produce 'No Objection Certificate' from their present employer at the time of Interview.
- xi) Company reserves the right to cancel recruitment for any or all of the posts without assigning any reason. Decision of IISCO Steel Plant shall be final and binding on each candidate. No separate communication shall be made in this regard.
- xii) Candidates sponsored by the Local Employment Exchange will have to apply online in the prescribed application format along with the requisite fees as indicated in this advertisement, failing which they will not be considered for the selection process.
- xiii) Candidates called for written test will have to appear at their own cost.
- xiv) Outstation candidates for the posts of Operator-cum-Technician (Trainee) and Attendant-cum-Technician (Trainee) belonging to SC/ST category and called for Trade test / Skill Test, will be reimbursed single to and fro 2nd Class railway/bus fare by shortest route on production of Railway/Bus Tickets.
- xv) Outstation candidates for the posts of Specialist, Medical Officer, Dental Surgeon, Principal-School of Nursing and Nursing Superintendent called for the personal interview, shall be reimbursed to and fro AC 3 Tier Railway fare by shortest route from the communication address to the place of interview on production of proof of journey.
- xvi) IISCO Steel Plant reserves the right to fill or not to fill all or any of the above positions without assigning any reason whatsoever. IISCO Steel Plant is not liable to compensate the applicant for the consequential damages, if any, arising out of the aforesaid.
- xvii) Mere fulfilling of the eligibility criteria will not entitle the applicant to be considered for the selection process. Decision of IISCO Steel Plant shall be final in this regard.
- xviii) Physical standards indicated above are minimum pre-requisites. However, appointment of selected candidates will be subject to their passing the Company's Medical Examination as per standards laid down under SAIL's Medical & Health Policy.
- xix) Bringing influence at any stage of the selection process will disqualify the candidate.
- xx) If at any stage, it is detected that the candidate has given false information; his/her candidature will be rejected forthwith.
- xxi) Category (General/SC/ST/OBC/Ex.SM/PwD) once submitted in the application form cannot be changed and no benefit of other category will be subsequently admissible.
- xxii) No request for change of examination centre will be entertained after final submission of application form. However, IISCO Steel Plant reserves the right to cancel or add any center depending on the response in that area/centre.
- xxiii) Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of examination centre.
- xxiv) Candidates should retain their copy of Pay in Slip (SBI Challan) and Registration Slip as they can be asked to produce it for future reference. Only original registration slip (no photocopy) shall be accepted. In case of any over writing or tampering of Registration slip, candidature of the candidate shall be rejected.
- xxv) Court of jurisdiction for any dispute will be at Asansol, West Bengal.



**15. Important Dates:**

1	Starting date for submitting applications through website	:	<b>01/07/2016</b>
2	Closing date for submitting applications through website	:	<b>05/08/2016</b>
3	Availability of Payment Reconciliation Status with edit option	:	<b>Will be communicated through website later on</b>
4	Closing of payment editing option	:	
5	Display of final reconciliation status	:	
6	Starting date for downloading of Admit Card from SAIL website for written examination	:	
7	Tentative Date of Written Test	:	<b>Will be communicated through Admit Card</b>

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